

FY24 Compensation Ranges by Job Family								
Job Code(s)	Job Family	System Title	FLSA Status	Union*	FY24 Hiring Floor**	Minimum	Midpoint	Maximum
					<i>(non-exempt shows hourly wage, exempt shows annual salary)</i>			
2061	Admin Support	Business Support Assistant	Non-Exempt	UVMSU	\$20.00	\$15.12	\$20.41	\$25.70
2071, 2072	Admin Support	Business Support Generalist	Non-Exempt	UVMSU	\$20.00	\$16.84	\$22.73	\$28.63
2111	Admin Support	Office/Prgm Outreach Support	Non-Exempt	UVMSU	\$20.00	\$15.75	\$21.26	\$26.78
2021	Admin Support	Office/Prgm Support Assistant	Non-Exempt	UVMSU	\$20.00	\$15.12	\$20.41	\$25.70
2031, 2032, 2033	Admin Support	Office/Prgm Support Generalist	Non-Exempt	UVMSU	\$20.00	\$16.84	\$22.73	\$28.63
2041	Admin Support	Office/Prgm Support Senior	Non-Exempt	NU	\$20.00	\$19.94	\$26.92	\$33.90
2191, 2193	Admin Support	Services Support Clerk	Non-Exempt	UE	\$18.00	\$14.92	\$19.39	\$23.87
2231	Admin Support	Services Support Worker	Non-Exempt	UE	\$18.00	\$15.45	\$20.08	\$24.72
2201	Admin Support	Services Support Assistant	Non-Exempt	UE	\$18.00	\$15.56	\$20.23	\$24.90
2221, 2223	Admin Support	Services Support Generalist	Non-Exempt	UE	\$18.00	\$15.72	\$20.44	\$25.15
2211, 2213	Admin Support	Services Support Senior	Non-Exempt	UE	\$18.00	\$16.36	\$21.27	\$26.18
2131, 2133	Admin Support	Services Support Supervisor	Non-Exempt	NU	\$20.00	\$17.62	\$23.79	\$29.95
2151	Admin Support	Technical Support Generalist	Non-Exempt	UVMSU	\$20.00	\$15.75	\$21.26	\$26.78
2171	Admin Support	Technical Support Specialist	Non-Exempt	UVMSU	\$20.00	\$19.16	\$25.87	\$32.57
2081	Admin Support	Library Support Assistant	Non-Exempt	UVMSU	\$20.00	\$15.12	\$20.41	\$25.70
2091	Admin Support	Library Support Generalist	Non-Exempt	UVMSU	\$20.00	\$15.75	\$21.26	\$26.78
2101	Admin Support	Library Support Senior	Non-Exempt	UVMSU	\$20.00	\$16.89	\$22.80	\$28.71
2121, 2122, 2123	Admin Support	Services Spt Material Spec	Non-Exempt	UVMSU	\$20.00	\$17.62	\$23.79	\$29.95
2183	Admin Support	Dispatcher	Non-Exempt	Teamsters	\$23.05	See Step Plan	See Step Plan	See Step Plan
2143	Admin Support	Senior Dispatcher	Non-Exempt	Teamsters	\$25.31	See Step Plan	See Step Plan	See Step Plan
1999	Executive	Classified Executive	Exempt	NU	\$94,000	\$94,000	\$145,638	\$197,400
6013	Maintenance	Custodial Maintenance Worker	Non-Exempt	UE	\$18.00	\$14.84	\$19.29	\$23.74
6023	Maintenance	Custodial Maintenance Spec	Non-Exempt	UE	\$18.00	\$15.28	\$19.87	\$24.45
6033	Maintenance	Custodial Maintenance Spec Sr	Non-Exempt	UE	\$18.00	\$16.18	\$21.03	\$25.89
6042	Maintenance	Farm Maint/Animal Care Worker	Non-Exempt	UE	\$18.00	\$17.17	\$22.32	\$27.47
6052	Maintenance	Farm Maint/Animal Care Spec	Non-Exempt	UE	\$18.90	\$18.90	\$24.57	\$30.24
6062	Maintenance	Farm Maint/Animal Care Spec Sr	Non-Exempt	UE	\$21.28	\$21.28	\$27.66	\$34.05
6073	Maintenance	Grounds Maintenance Worker	Non-Exempt	UE	\$18.00	\$15.72	\$20.44	\$25.15

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6083	Maintenance	Grounds Maintenance Specialist	Non-Exempt	UE	\$18.00	\$17.62	\$22.90	\$28.19
6373	Maintenance	Grounds Maint Specialist Sr.	Non-Exempt	UE	\$18.00	\$20.25	\$26.33	\$32.40
6163	Maintenance	Grounds Unit Supervisor	Non-Exempt	NU	\$22.67	\$22.67	\$30.61	\$38.54
6122	Maintenance	Research Facilities Maint Spec	Non-Exempt	UE	\$18.00	\$17.52	\$22.78	\$28.03
6093	Maintenance	Maintenance Worker	Non-Exempt	UE	\$18.00	\$14.22	\$18.49	\$22.75
6103	Maintenance	Maintenance Specialist	Non-Exempt	UE	\$18.00	\$15.38	\$20.00	\$24.61
6113	Maintenance	Maintenance Specialist Senior	Non-Exempt	UE	\$18.00	\$17.52	\$22.78	\$28.03
6171, 6173	Maintenance	Maintenance Project Coord	Non-Exempt	NU	\$20.47	\$20.47	\$27.63	\$34.80
6133	Maintenance	Maintenance Unit Supervisor	Non-Exempt	NU	\$20.68	\$20.68	\$27.92	\$35.16
6152	Maintenance	Maintenance Srvs Supervisor	Exempt	NU	\$46,700	\$46,700	\$63,037	\$79,400
6142	Maintenance	Maintenance Operations Spvr	Exempt	NU	\$63,400	\$63,400	\$85,536	\$107,800
3351	Professional	Academic Srvcs Professional	Exempt	UVMSU	\$39,000	\$35,900	\$52,000	\$68,200
3361	Professional	Academic Srvcs Professional Sr	Exempt	UVMSU	\$46,400	\$46,400	\$67,300	\$88,200
3051	Professional	Admin Analyst/Planner	Exempt	UVMSU	\$48,600	\$48,600	\$70,500	\$92,300
3061	Professional	Admin Analyst/Planner Sr	Exempt	UVMSU	\$55,900	\$55,900	\$81,100	\$106,200
3101	Professional	Admin Facilities Professnl	Exempt	UVMSU	\$56,700	\$56,700	\$82,200	\$107,700
3102	Professional	Admin Facilities Professnl	Exempt	UVMSU	\$60,486	\$60,486	\$87,672	\$114,878
3111	Professional	Admin Facilities Professnl Sr	Exempt	UVMSU	\$62,700	\$62,700	\$90,900	\$119,100
3112	Professional	Admin Facilities Professnl Sr	Exempt	UVMSU	\$66,872	\$66,872	\$96,959	\$127,046
3091	Professional	Administrative Coordinator	Exempt	UVMSU	\$46,400	\$46,400	\$67,300	\$88,200
3092	Professional	Administrative Coordinator	Exempt	UVMSU	\$49,483	\$49,483	\$71,781	\$94,078
3001	Professional	Administrative Counsel	Exempt	NU	\$91,800	\$91,800	\$133,100	\$174,400
3031	Professional	Administrative Professional	Exempt	UVMSU	\$46,400	\$46,400	\$67,300	\$88,200
3032	Professional	Administrative Professional	Exempt	UVMSU	\$49,483	\$49,483	\$71,781	\$94,078
3041	Professional	Administrative Professional Sr	Exempt	UVMSU	\$55,300	\$55,300	\$80,200	\$105,100
3042	Professional	Administrative Professional Sr	Exempt	UVMSU	\$58,989	\$58,989	\$85,550	\$112,112
3011	Professional	Administrative Srvcs Manager	Exempt	NU	\$69,100	\$69,100	\$100,200	\$131,300
3012	Professional	Administrative Srvcs Manager	Exempt	NU	\$73,715	\$73,715	\$106,870	\$140,046
3611	Professional	Assoc Dean Student Services	Exempt	NU	\$83,200	\$83,200	\$120,600	\$158,100
3371	Professional	Athletic Assistant Coach	Exempt	NU	\$42,700	\$42,700	\$61,900	\$81,100
3381	Professional	Athletic Head Coach	Exempt	NU	\$70,800	\$70,800	\$102,600	\$134,500
3391	Professional	Athletic Head Coach Sr	Exempt	NU	\$183,600	\$183,600	\$266,200	\$348,800

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3541	Professional	Business Oprtns Administrator	Exempt	NU	\$94,000	\$94,000	\$136,296	\$178,600
3631	Professional	Career Development Counselor	Exempt	UVMSU	\$39,000	\$35,900	\$52,002	\$68,200
3671	Professional	Career Devlpmnt Counselor Sr	Exempt	UVMSU	\$43,100	\$43,100	\$62,424	\$81,900
3551	Professional	Clinical Engineer	Exempt	UVMSU	\$51,300	\$51,300	\$74,385	\$97,500
3221	Professional	Clinical Veterinarian	Exempt	UVMSU	\$122,000	\$122,000	\$176,958	\$231,800
3071	Professional	Communications Professional	Exempt	UVMSU	\$42,100	\$42,100	\$61,074	\$80,000
3081	Professional	Communications Professional Sr	Exempt	UVMSU	\$50,800	\$50,800	\$73,602	\$96,500
3131	Professional	Constituent Relations Professional	Exempt	UVMSU	\$52,400	\$52,400	\$75,951	\$99,600
3141	Professional	Constituent Relations Professional Sr	Exempt	NU	\$83,200	\$83,200	\$120,582	\$158,100
3652	Professional	Deputy Police Chief	Exempt	NU	\$78,200	\$78,200	\$113,400	\$148,600
3401	Professional	Enrollment Mgmnt Professional	Exempt	UVMSU	\$39,000	\$35,900	\$52,002	\$68,200
3411	Professional	Enrollment Mgmnt Professnial Sr	Exempt	UVMSU	\$46,400	\$46,400	\$67,338	\$88,200
3311	Professional	Facility Coordinator	Exempt	UVMSU	\$54,000	\$54,000	\$78,300	\$102,600
3312	Professional	Facility Coordinator	Exempt	UVMSU	\$57,595	\$57,595	\$83,512	\$109,450
3571	Professional	Health Care Administrator	Exempt	NU	\$124,200	\$124,200	\$180,093	\$236,000
3661	Professional	Health Care Counseling Admin	Exempt	NU	\$85,100	\$85,100	\$123,417	\$161,700
3201	Professional	Health Care Counselor	Exempt	UVMSU	\$45,400	\$45,400	\$65,772	\$86,300
3211	Professional	Health Care Counselor Sr	Exempt	UVMSU	\$54,000	\$54,000	\$78,300	\$102,600
3161	Professional	Health Care Doctor	Exempt	UVMSU	\$122,000	\$122,000	\$176,958	\$231,800
3151	Professional	Health Care Manager	Exempt	NU	\$81,000	\$81,000	\$117,450	\$153,900
3171	Professional	Health Care Nurse	Exempt	UVMSU	\$51,300	\$51,300	\$74,385	\$97,500
3191	Professional	Health Care Professional	Exempt	UVMSU	\$45,400	\$45,400	\$65,772	\$86,300
3531	Professional	Health Care Professional Sr	Exempt	UVMSU	\$54,000	\$54,000	\$78,300	\$102,600
3581	Professional	Health Care Provider	Exempt	UVMSU	\$64,800	\$64,800	\$93,960	\$123,100
3251	Professional	Information Tech Professional	Exempt	UVMSU	\$47,000	\$47,000	\$68,121	\$89,300
3261	Professional	Information Tech Professional Sr	Exempt	UVMSU	\$65,700	\$65,700	\$95,326	\$124,800
3501	Professional	Information Tech Specialist	Exempt	UVMSU	\$67,000	\$67,000	\$97,092	\$127,300
3231	Professional	Information Technology Mgr	Exempt	NU	\$80,500	\$80,500	\$116,667	\$153,000
3431	Professional	Library Professional	Exempt	UVMSU	\$42,100	\$42,100	\$61,074	\$80,000
3321	Professional	Outreach Manager	Exempt	NU	\$67,000	\$67,000	\$97,092	\$127,300
3331	Professional	Outreach Professional	Exempt	UVMSU	\$42,100	\$42,100	\$61,074	\$80,000
3521	Professional	Outreach Coordinator	Exempt	UVMSU	\$44,800	\$44,800	\$64,950	\$85,100
3341	Professional	Outreach Professional Sr	Exempt	UVMSU	\$50,800	\$50,800	\$73,602	\$96,500

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3561	Professional	Professional Sr Executive Asst	Exempt	UVMSU	\$81,000	\$81,000	\$117,504	\$153,900
3271	Professional	Research Ctr Administrator	Exempt	NU	\$69,700	\$69,700	\$101,007	\$132,400
3281	Professional	Research Engineer	Exempt	UVMSU	\$56,700	\$56,700	\$82,215	\$107,700
3291	Professional	Research Specialist	Exempt	UVMSU	\$42,100	\$42,100	\$61,074	\$80,000
3301	Professional	Researcher/Analyst	Exempt	UVMSU	\$58,100	\$58,100	\$84,251	\$110,400
3302	Professional	Researcher/Analyst	Exempt	UVMSU	\$61,963	\$61,963	\$89,866	\$117,770
3641	Professional	Residence Director	Exempt	UVMSU	\$39,000	\$35,900	\$52,002	\$68,200
3601	Professional	Safety Coordinator	Exempt	UVMSU	\$44,800	\$44,800	\$64,989	\$85,100
3441	Professional	Student Life Professional	Exempt	UVMSU	\$39,000	\$35,900	\$52,002	\$68,200
3451	Professional	Student Life Professional Sr	Exempt	UVMSU	\$46,400	\$46,400	\$67,338	\$88,200
3511	Professional	Student Services Administrator	Exempt	NU	\$83,200	\$83,200	\$120,582	\$158,100
3471	Professional	Student Srvcs Professional	Exempt	UVMSU	\$39,000	\$35,900	\$52,002	\$68,200
3481	Professional	Student Srvcs Professional Sr	Exempt	UVMSU	\$46,400	\$46,400	\$67,338	\$88,200
3461	Professional	Student/Academic Srvcs Manager	Exempt	NU	\$59,900	\$59,900	\$86,913	\$113,800
3591	Professional	Technical Safety Officer	Exempt	UVMSU	\$56,700	\$56,700	\$82,215	\$107,700
6203	Services	Police Officer	Non-Exempt	Teamsters	\$27.95	See Step Plan	See Step Plan	See Step Plan
6193	Services	Police Officer Corporal	Non-Exempt	Teamsters	\$30.70	See Step Plan	See Step Plan	See Step Plan
6363	Services	Police Officer Sergeant	Non-Exempt	Teamsters	\$41.19	See Step Plan	See Step Plan	See Step Plan
6223	Services	Service Officer	Non-Exempt	Teamsters	\$20.00	See Step Plan	See Step Plan	See Step Plan
6233	Services	Shuttle Driver	Non-Exempt	UE	\$18.70	\$18.70	\$24.31	\$29.92
6273	Services	Transportation Enforcement Spv	Non-Exempt	NU	\$21.04	\$21.04	\$28.41	\$35.77
6263	Services	Transportation Srvs Officer	Non-Exempt	UE	\$18.00	\$15.72	\$20.43	\$25.15
6323	Services	Transportation Srvs Coord	Non-Exempt	UE	\$19.38	\$19.38	\$25.20	\$31.01
6282	Services	Transportation Srvs Supervisor	Exempt	NU	\$51,800	\$51,800	\$69,984	\$88,100
5013	Skilled Craft	Building Trades Assistant	Non-Exempt	UE	\$18.00	\$16.65	\$21.65	\$26.64
5023	Skilled Craft	Building Tradesperson	Non-Exempt	UE	\$18.00	\$17.52	\$22.78	\$28.03
5033	Skilled Craft	Building Tradesperson Senior	Non-Exempt	UE	\$19.72	\$19.72	\$25.63	\$31.55
5043	Skilled Craft	Building Tradesperson Speclst	Non-Exempt	UE	\$20.34	\$20.34	\$26.44	\$32.54
5053	Skilled Craft	Building Trades Supervisor	Non-Exempt	NU	\$26.87	\$26.87	\$36.27	\$45.68
5203	Skilled Craft	Equipment Mechanic	Non-Exempt	UE	\$18.48	\$18.48	\$24.02	\$29.57
5273	Skilled Craft	Equipment Mechanic Senior	Non-Exempt	UE	\$19.14	\$19.14	\$24.88	\$30.62

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5063	Skilled Craft	Facilities Mechanic	Non-Exempt	UE	\$18.48	\$18.48	\$24.03	\$29.57
5073	Skilled Craft	Facilities Mechanic Senior	Non-Exempt	UE	\$22.08	\$22.08	\$28.71	\$35.33
5193	Skilled Craft	Facilities Repairperson	Non-Exempt	UE	\$18.48	\$18.48	\$24.03	\$29.57
5523	Skilled Craft	Facilities Trades Assistant	Non-Exempt	UE	\$18.00	\$17.61	\$22.89	\$28.18
5363	Skilled Craft	Facilities Trades Engineer	Non-Exempt	UE	\$29.81	\$29.81	\$38.75	\$47.70
5003	Skilled Craft	Facilities Trades Technician	Non-Exempt	UE	\$28.95	\$28.95	\$37.63	\$46.32
5511, 5513	Skilled Craft	Facilities Trades Supervisor	Non-Exempt	NU	\$30.47	\$30.47	\$41.13	\$51.80
5353	Skilled Craft	Facilities Unit Supervisor	Non-Exempt	NU	\$20.00	\$19.11	\$25.80	\$32.49
5123	Skilled Craft	Fleet Mechanic	Non-Exempt	UE	\$22.46	\$22.46	\$29.20	\$35.94
5083	Skilled Craft	Hazardous Materials Worker	Non-Exempt	UE	\$18.00	\$15.53	\$20.19	\$24.85
5091, 5093	Skilled Craft	Hazardous Materials Specialist	Non-Exempt	UE	\$18.69	\$18.69	\$24.30	\$29.90
5291	Skilled Craft	Hazardous Materials Specialist Sr	Non-Exempt	UE	\$19.25	\$19.25	\$25.02	\$30.80
5113	Skilled Craft	Mechanic	Non-Exempt	UE	\$19.44	\$19.44	\$25.27	\$31.10
5143	Skilled Craft	Mechanic Supervisor	Non-Exempt	NU	\$24.84	\$24.84	\$33.53	\$42.23
5153	Skilled Craft	Operating Engineer Assistant	Non-Exempt	UE	\$18.69	\$18.69	\$24.30	\$29.90
5253	Skilled Craft	Operating Engineer	Non-Exempt	UE	\$23.26	\$23.26	\$30.24	\$37.22
5133	Skilled Craft	Operating Engineer Senior	Non-Exempt	UE	\$28.66	\$28.66	\$37.26	\$45.86
5333	Skilled Craft	Service Technician	Non-Exempt	UE	\$20.34	\$20.34	\$26.44	\$32.54
5213	Skilled Craft	Utilities Trades Assistant	Non-Exempt	UE	\$18.00	\$16.28	\$21.17	\$26.05
5223	Skilled Craft	Utilities Tradesperson Journey	Non-Exempt	UE	\$22.03	\$22.03	\$28.64	\$35.25
5233	Skilled Craft	Utilities Tradesperson Master	Non-Exempt	UE	\$24.45	\$24.45	\$31.78	\$39.12
5243	Skilled Craft	Utilities Tradesperson Spec	Non-Exempt	UE	\$27.86	\$27.86	\$36.22	\$44.58
5283	Skilled Craft	Zone Supervisor	Non-Exempt	NU	\$28.94	\$28.94	\$39.07	\$49.20
4261, 4262	Specialized	Business/Acctng Specialist	Non-Exempt	UVMSU	\$20.00	\$19.39	\$28.11	\$36.84
4311	Specialized	Clinic Assistant	Non-Exempt	UVMSU	\$20.00	\$16.20	\$23.49	\$30.78
4341	Specialized	Communications Specialist	Non-Exempt	UVMSU	\$20.00	\$17.72	\$25.70	\$33.67
4001	Specialized	Data Management Specialist	Exempt	UVMSU	\$39,000	\$36,700	\$53,244	\$69,700
4321	Specialized	Data Specialist	Non-Exempt	UVMSU	\$20.00	\$19.39	\$28.11	\$36.84
4301	Specialized	Exec Asst to President/Provost	Exempt	NU	\$48,300	\$48,300	\$70,057	\$91,800
4031	Specialized	Info Tech Assist/Programmr	Non-Exempt	UVMSU	\$20.00	\$19.83	\$28.75	\$37.68
4043	Specialized	Interpreter/Translator Specialist	Non-Exempt	UVMSU	\$20.00	\$16.20	\$23.49	\$30.78
4291	Specialized	Medical Laboratory Specialist	Non-Exempt	UVMSU	\$20.81	\$20.81	\$30.18	\$39.54

